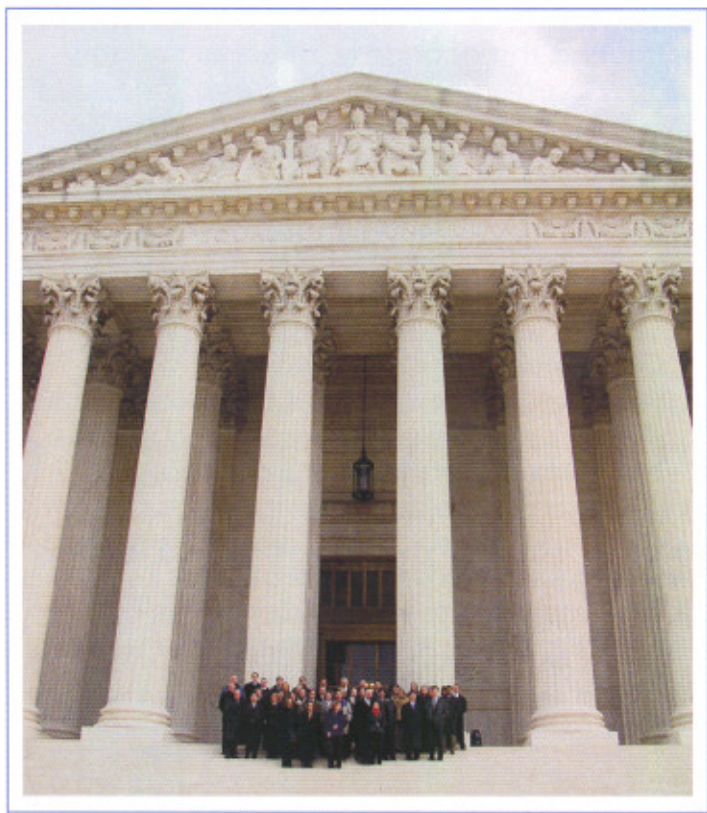




U.S. Army Corps of Engineers

**Chief Counsel's**  
**Civilian Honors Program**



**US Army Corps  
of Engineers®**

# U.S. Army Corps of Engineers

## The Organization

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The United States Army Corps of Engineers (USACE) is the world's premier public engineering organization. We strive to provide the most effective engineering solutions to complex national problems affecting the economy, national security and the environment. We serve the nation through state of the art technologies and effective partnerships with other government agencies and the private sector.

We are made up of approximately 34,600 civilian and 650 military men and women. Our military and civilian engineers, scientists and other specialists work hand in hand as leaders in engineering and environmental matters. Our diverse workforce of biologists, engineers, geologists, hydrologists, natural resource managers, attorneys and other professionals meets the demands of changing times and requirements as a vital part of America's Army.



The U.S. Army Corps of Engineers is an Equal Opportunity Employer



Our mission is to provide quality, responsive engineering services to the nation including:

- Planning, designing, building and operating water resources and other civil works projects to include making waterways passable, sustaining the environment and responding to emergencies.
- Designing and managing the construction of military facilities for the Army and Air Force to include infrastructure critical to national security.
- Providing design and construction management support for foreign nations, federal agencies, and state and local governments.

Today, as always, we stand ready to meet national security, emergency and other national requirements.



## The Nation's Investment

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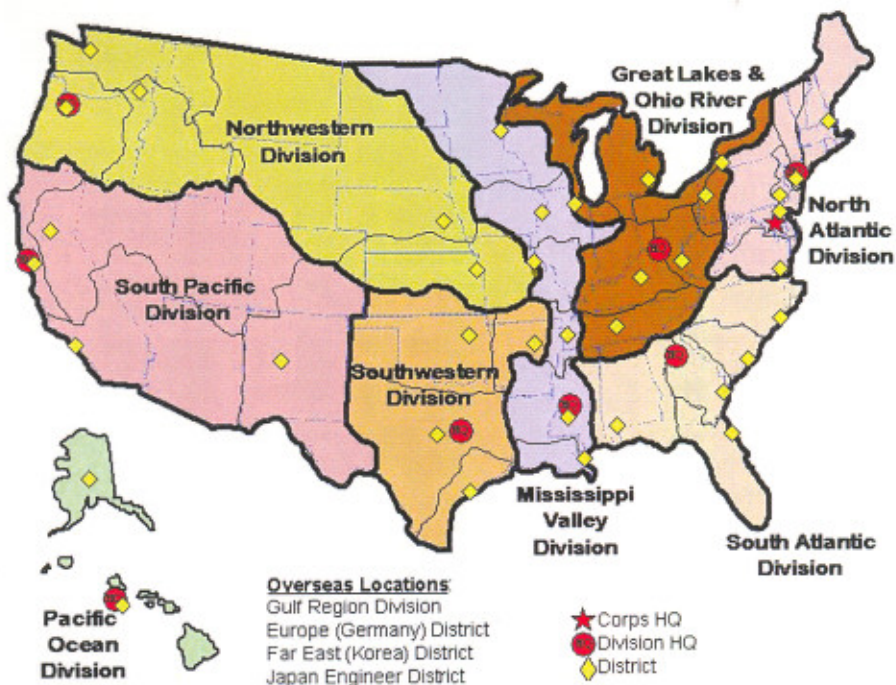
Our projects are directed by the President and the Congress with multibillion dollar annual funding for the military and the civil works programs. Non-federal sponsors share in the costs of civil works projects.

## Organization of the Agency

We work under the direction of the Secretary of the Army and the Army Chief of Staff. The Secretary is supported by five Assistant Secretaries. We work most closely with the Assistant Secretary of the Army for Civil Works, the Assistant Secretary of the Army for Installations and Environment and the Assistant Secretary of the Army for Research, Development and Acquisition.

## Geographic Locations

We are organized geographically into regional headquarters, specialized centers, and subordinate districts throughout the world. Each of our locations has an Office of Counsel with a staff ranging from a few to as many as 20 attorneys.



A list of our 54 office locations can be found at:  
[www.hq.usace.army.mil/cecc/cm/locations.htm](http://www.hq.usace.army.mil/cecc/cm/locations.htm).

For more information about a specific location,  
visit [www.usace.army.mil](http://www.usace.army.mil) and click "Find a local  
Corps office."



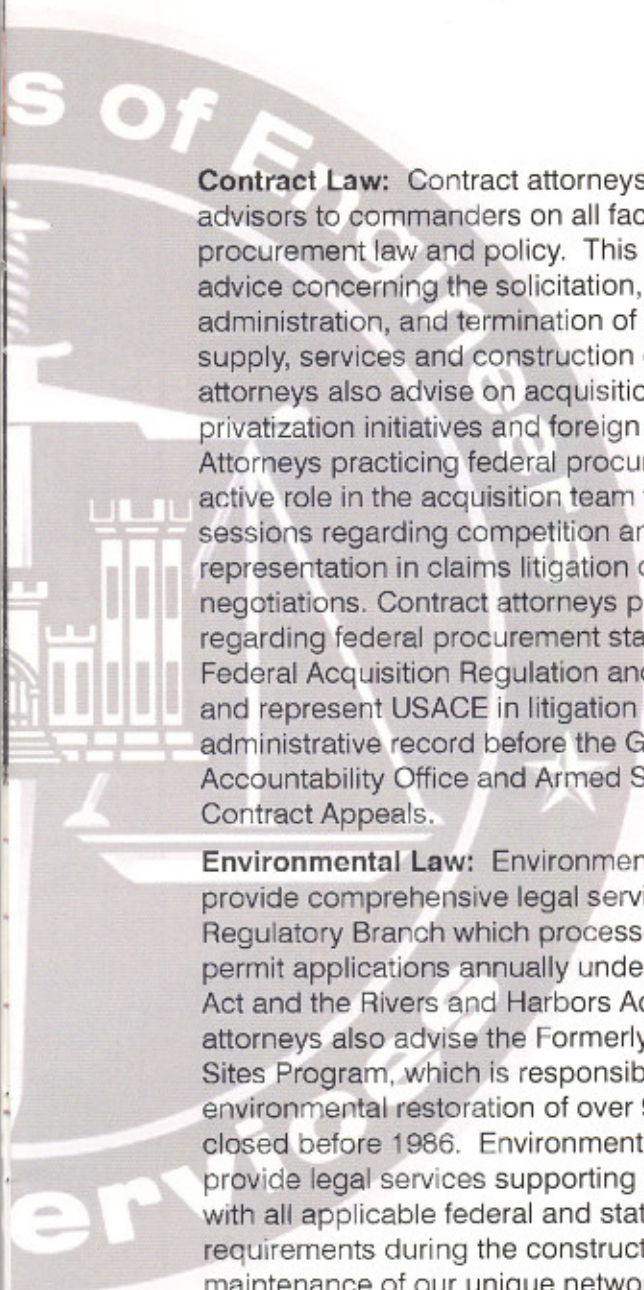
## **U.S. Army Corps of Engineers**

# **Legal Services**

The USACE Legal Services Community of Practice is a national law firm with offices in over 50 cities around the globe. These offices employ approximately 400 attorneys and support staff. We are counselors to decision-makers and we practice preventive law, playing a critical role in the planning and design phases of USACE projects to facilitate smooth and effective execution. Knowledge management, including the use of collaborative tools such as on-line practice groups, is a vital means of providing high quality services.

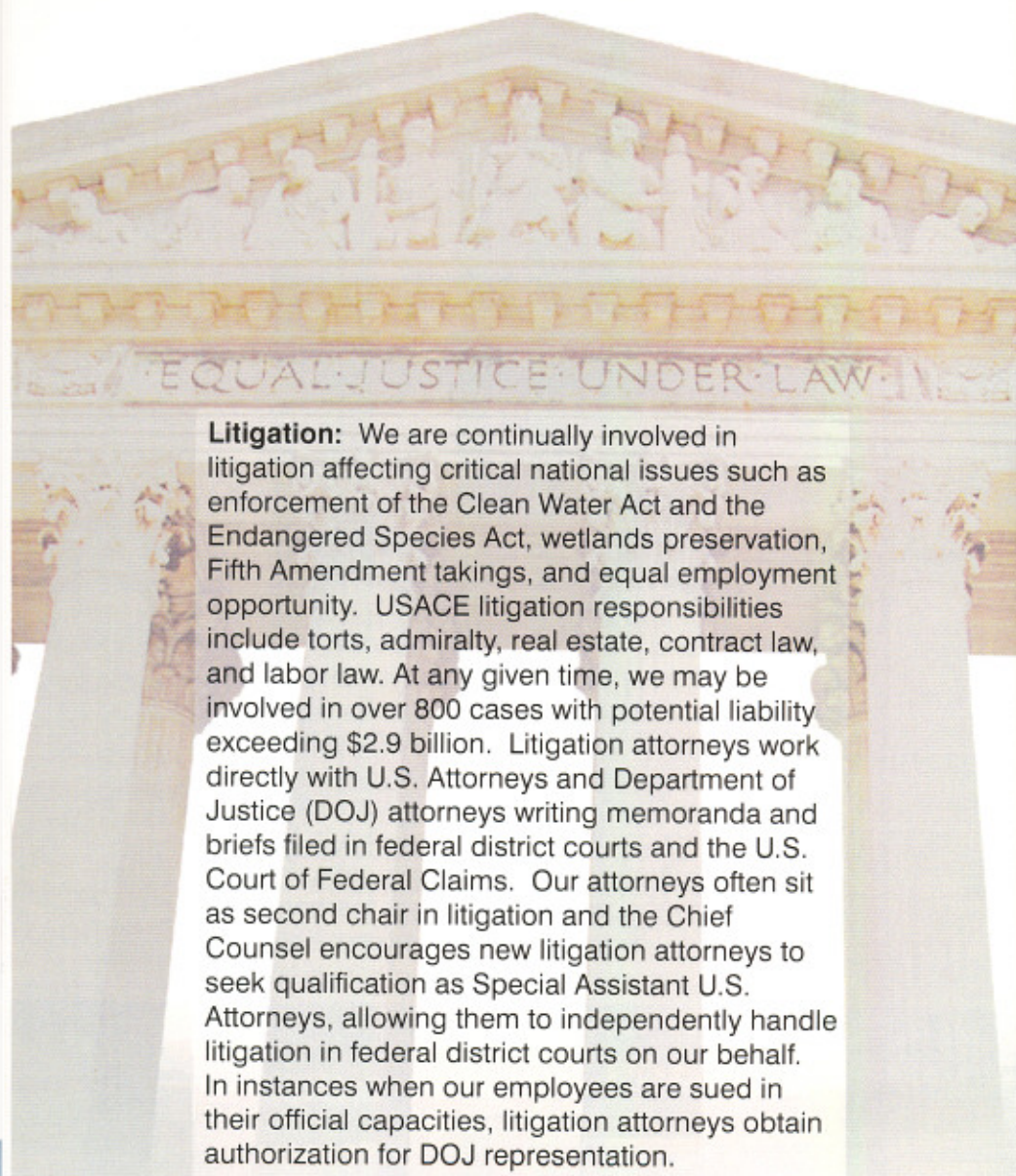
As attorneys, our mission is to represent the USACE legal position and defend its rights as an organization in numerous areas of law including contracts, environmental, real estate, fiscal, litigation, and labor and employment. Our goal is to operate our community of practice as a unified and integrated system that ensures sound, timely and responsive advice and representation for commanders and program clients.





**Contract Law:** Contract attorneys serve as legal advisors to commanders on all facets of federal procurement law and policy. This includes providing advice concerning the solicitation, award, administration, and termination of various types of supply, services and construction contracts. Our attorneys also advise on acquisitions relating to privatization initiatives and foreign military sales. Attorneys practicing federal procurement law play an active role in the acquisition team from early strategy sessions regarding competition and contract type to representation in claims litigation or settlement negotiations. Contract attorneys provide advice regarding federal procurement statutes and the Federal Acquisition Regulation and its supplements and represent USACE in litigation on the administrative record before the Government Accountability Office and Armed Services Board of Contract Appeals.

**Environmental Law:** Environmental attorneys provide comprehensive legal services to the USACE Regulatory Branch which processes over 80,000 permit applications annually under the Clean Water Act and the Rivers and Harbors Act of 1899. Our attorneys also advise the Formerly Used Defense Sites Program, which is responsible for the environmental restoration of over 9,000 military sites closed before 1986. Environmental attorneys provide legal services supporting full compliance with all applicable federal and state environmental requirements during the construction, operation, and maintenance of our unique network of civilian and military public works.



EQUAL JUSTICE UNDER LAW

**Litigation:** We are continually involved in litigation affecting critical national issues such as enforcement of the Clean Water Act and the Endangered Species Act, wetlands preservation, Fifth Amendment takings, and equal employment opportunity. USACE litigation responsibilities include torts, admiralty, real estate, contract law, and labor law. At any given time, we may be involved in over 800 cases with potential liability exceeding \$2.9 billion. Litigation attorneys work directly with U.S. Attorneys and Department of Justice (DOJ) attorneys writing memoranda and briefs filed in federal district courts and the U.S. Court of Federal Claims. Our attorneys often sit as second chair in litigation and the Chief Counsel encourages new litigation attorneys to seek qualification as Special Assistant U.S. Attorneys, allowing them to independently handle litigation in federal district courts on our behalf. In instances when our employees are sued in their official capacities, litigation attorneys obtain authorization for DOJ representation.

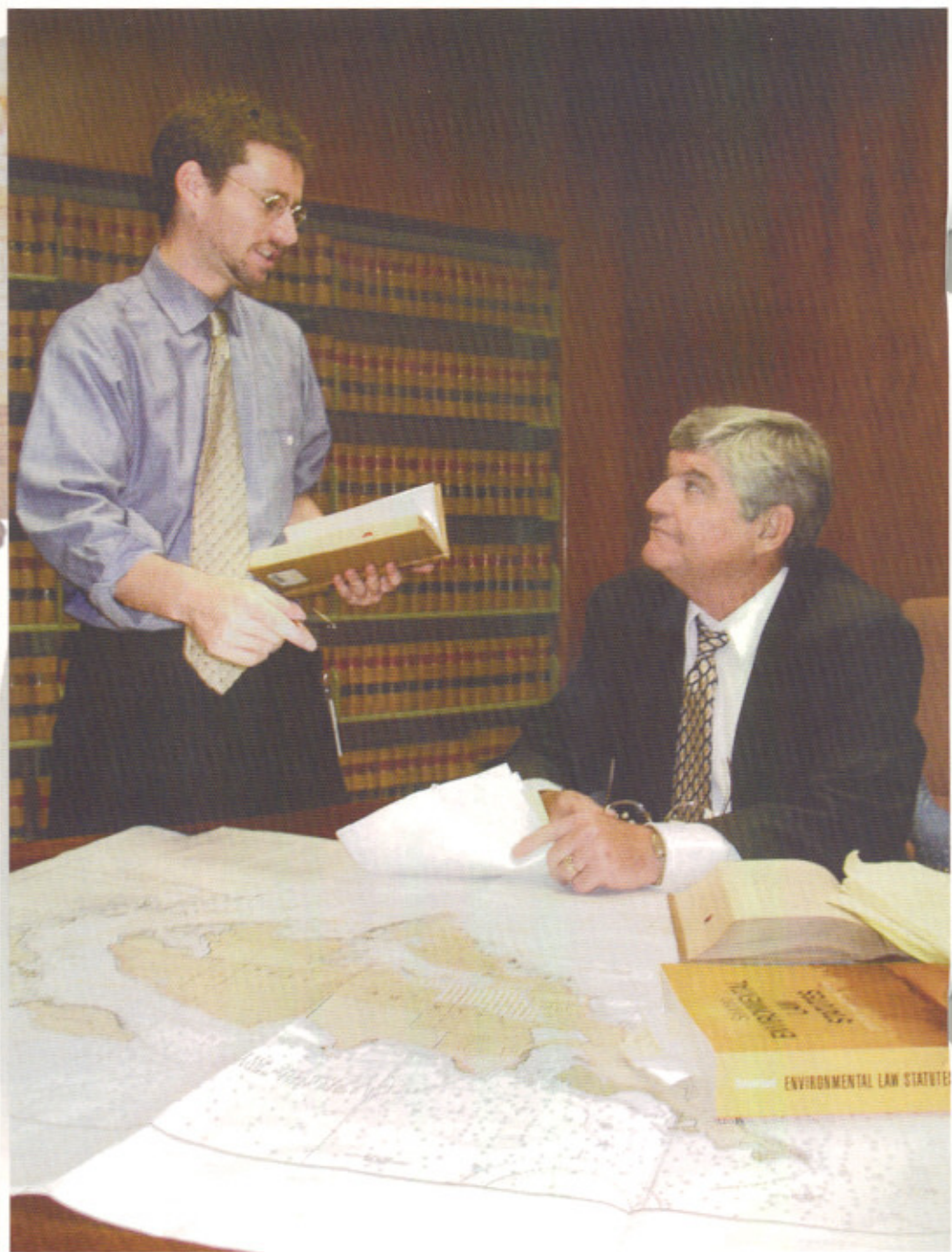
*Recent significant cases include: Solid Waste Agency of Northern Cook County (SWANCC) v. U.S. Army Corps of Engineers, 531 U.S. 159 (2001); South Florida Water Management Dist. v. Miccosukee Tribe of Indians, 124 S.Ct. 1537 (U.S. 2004); Ocean Advocates v. U.S. Army Corps of Engineers, 361 F.3d 1108 (9th Cir. 2004); Rancho Viejo, L.L.C. v. Norton, 323 F.3d 1062 (D.C. Cir. 2003); Alliance to Protect Nantucket Sound, Inc. v. Dep't of the Army, 288 F.Supp.2d 64 (D. Mass. 2003).*

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**Labor and Employment Law:** Because of its size and diversity, USACE is a unique and challenging agency in which to practice labor and employment law. Labor and employment attorneys represent USACE in litigation involving discrimination, sexual harassment, adverse personnel actions, unfair labor practices, and unemployment compensation before the Merit Systems Protection Board, Equal Employment Opportunity Commission, and the Federal Labor Relations Authority, as well as in federal district courts in cooperation with the DOJ. In addition, the expanding emphasis on alternative dispute resolution requires our attorneys to be skilled negotiators and mediators outside the courtroom. Labor and employment attorneys are involved in all facets of labor management relations, from traditional contract negotiations to new federal initiatives to streamline and modernize the Civil Service system. In order to prevent disputes before they occur, our attorneys educate employees on Title VII of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, and the Equal Pay Act, as well as on important court decisions and agency regulations.







U.S. Army Corps of Engineers

## Chief Counsel's Civilian Honors Program

We select a limited number of graduating law students to participate in the Civilian Honors Program. The program is designed to attract outstanding individuals from diverse backgrounds and specialty areas seeking a legal career in a federal agency with a varied and complex practice in fields such as contract law, environmental law, real estate law, fiscal law, litigation and labor and employment law. We recruit highly qualified students from the nation's leading law schools to fill positions in over 50 offices worldwide. Our recruiting efforts include on campus interview programs, regional minority job fairs and minority student organization outreach. The program provides new attorneys challenging work, trusted responsibility and unparalleled development opportunities to serve the public and gain valuable legal experience.




Honors attorney Anna Dudek presents a paper at the International Chemical Weapons Demilitarization Conference in Prague, Czech Republic.

For more details about our practice visit:  
[www.hq.usace.army.mil/cecc/cm/welcome.htm](http://www.hq.usace.army.mil/cecc/cm/welcome.htm)

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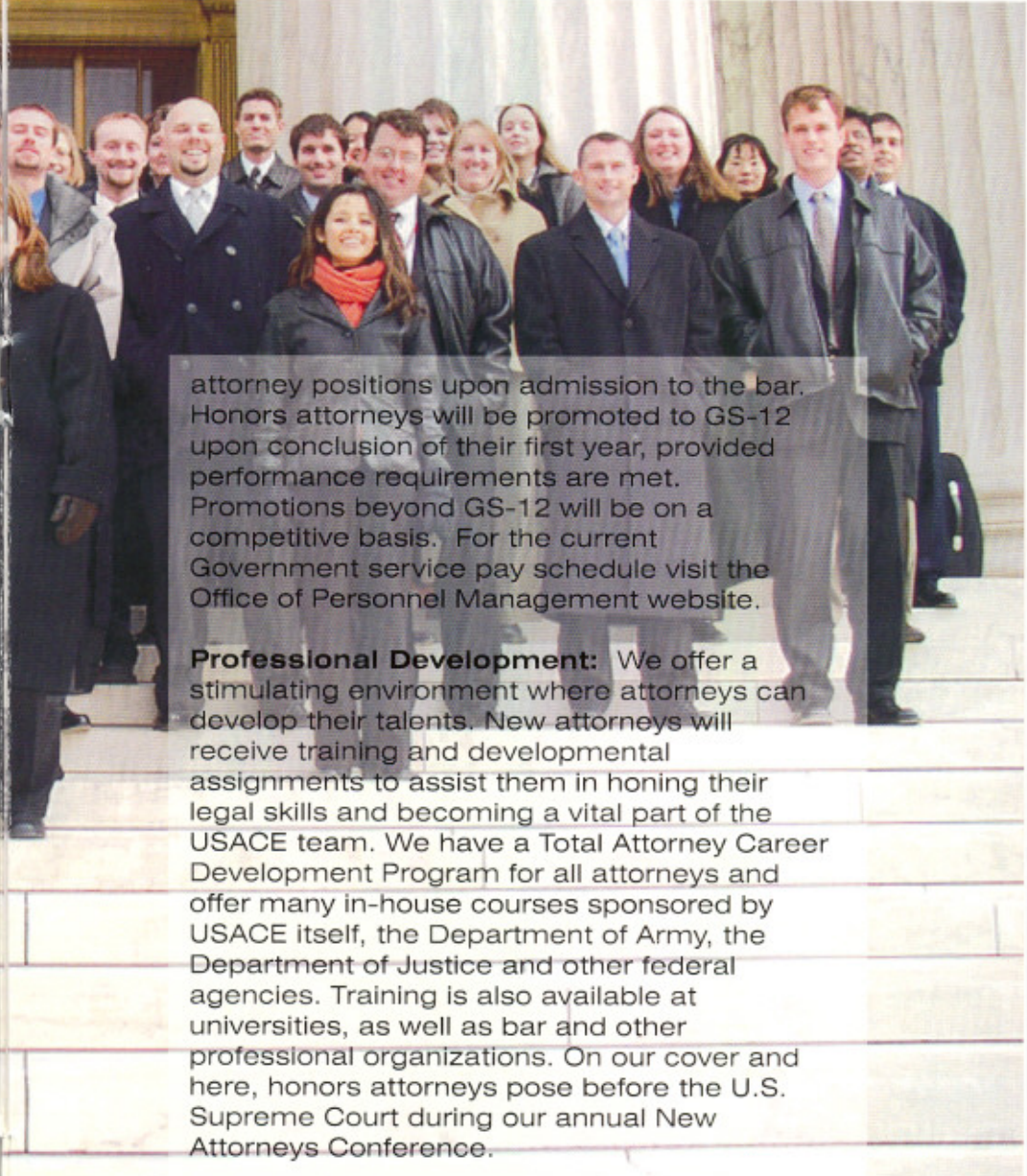




**Selection Criteria:** Generally, only those students who are in the top one-third of their law school class will be considered for candidacy. However, this criterion may be waived for applicants who demonstrate unusual compensating qualifications, such as significant pertinent public service experience, technical background, or other academic degrees. Candidates must also exhibit excellent oral and written communication skills. Demonstration of academic excellence such as law review, Order of the Coif or similar honors, or competitive participation in moot court is highly desirable. To be considered, applicants must be third-year law students or Master of Laws candidates who will graduate no later than June of their academic year of application or law school graduates currently participating in a judicial clerkship program. Only U.S. citizens are eligible to apply. Each person selected into the Civilian Honors Program must undergo a complete security investigation in order to obtain a security clearance.

**Bar Requirements:** Admission to the bar is required within the first 14 months of USACE employment. Admission to the bar of the highest court of any jurisdiction in the United States will satisfy the retention requirement.

**Compensation:** Our civilian honors attorneys are hired as GS-11 law clerks and converted to



attorney positions upon admission to the bar. Honors attorneys will be promoted to GS-12 upon conclusion of their first year, provided performance requirements are met. Promotions beyond GS-12 will be on a competitive basis. For the current Government service pay schedule visit the Office of Personnel Management website.

**Professional Development:** We offer a stimulating environment where attorneys can develop their talents. New attorneys will receive training and developmental assignments to assist them in honing their legal skills and becoming a vital part of the USACE team. We have a Total Attorney Career Development Program for all attorneys and offer many in-house courses sponsored by USACE itself, the Department of Army, the Department of Justice and other federal agencies. Training is also available at universities, as well as bar and other professional organizations. On our cover and here, honors attorneys pose before the U.S. Supreme Court during our annual New Attorneys Conference.

**Reimbursable Expenses:** We may be able to reimburse civilian honors attorneys for such expenses as moving costs and bar dues.

**Holidays:** Our employees enjoy 10 paid federal holidays.





**Vacation (Annual Leave):** Based on service time, employees earn vacation hours in each pay period. For fewer than 3 years of service, employees earn 13 vacation days each year. For 3 to 15 years of services, employees earn 20 vacation days each year. For 15 years or more service, employees earn 26 vacation days each year.

**Sick Leave:** Regardless of length of service, our employees earn 13 days of sick leave annually. Sick leave may be used for work absence due to illness, injury, pregnancy, or for scheduled medical and dental appointments. Sick leave may also be used for caring for another family member in the same circumstances.

**Fitness and Health:** We support our employees' fitness and health. Many of our offices have modern fitness centers on site where employees can pursue exercise and fitness activities.

**Awards:** We have an incentive awards program to encourage high productivity by acknowledging superior performance.

To learn more about the Chief Counsel's Honorary Awards visit: [www.hq.usace.army.mil/cecc/maincc.htm](http://www.hq.usace.army.mil/cecc/maincc.htm)





**Retirement:** One of the most important benefits of working for the federal Government is the Federal Employees Retirement System (FERS). FERS is an excellent retirement system designed to be responsive to changing times and federal workforce needs. FERS consists of three components including Social Security, a basic federal annuity, and the Thrift Savings Plan, in which the Government matches employee contributions.

**Group Life Insurance:** Federal Employees Group Life Insurance (FEGLI) provides several levels of coverage for employees, their spouses and children. The Government contributes to part of the cost of the premium for basic insurance, and the employee pays the balance of the cost. Participation in FEGLI is optional.



## Honors Attorney Testimonials

*I wanted a job that would challenge me, allow me to earn trust and responsibility quickly, and get me directly involved with clients making decisions of regional and national significance. I've found all that I'd been looking for with the Corps. I've become an important voice in my District, with input into many of the policy decisions that will shape the North Carolina environment for years to come. I've been able to participate as agency counsel in high-profile federal litigation. My managers and mentors here have taken an active role in developing my skills and increasing my level of responsibility as I've grown. As a result, I feel like a trusted and respected attorney here.*



**Justin McCorkle, UNC '02**  
**Wilmington District, Wilmington, NC**

*My job with the Corps has afforded me more opportunities than I ever could have imagined. The Corps has given me challenging projects, and these projects have led me to grow as an employee, lawyer, and person, by testing me on a daily basis. Aside from the work, there are great side benefits to working for the Corps: you can have a family life and you get opportunities to do things that you would not otherwise get to do outside of the Government. For me, that means travel -- I have already had the opportunity to travel the world (nine countries to date!) and see first hand the Corps' role in supporting the military.*



**Rob McKenney, Vanderbilt '02**  
**Transatlantic Center, Winchester, VA**



*Working for the Corps of Engineers has been a fantastic experience. I love knowing that what I do every day plays a part in making the United States a great place to live. Working in a district office has given me the opportunity to learn about many areas of the law, and I have been given the opportunity to receive formal training in every area I practice. I have also had a chance to visit various project offices and learn first-hand what the Corps does. On top of that, working for the Corps allows me to have a healthy balance between my work life and my personal life, which means a lot to me. I feel very lucky to work for the Corps of Engineers. It's a great organization with a great future!*

**Jennifer Dalton, Kansas '02**  
**Little Rock District, Little Rock, AR**

*A job that makes you feel like you have made a difference. A job that allows you to interact and develop working relationships with your clients. A job where the opportunities to learn seem limitless. A job that gives you personal satisfaction but still allows you to have enough time for a personal life. A job that will let you return home to practice law. This sounds like the wish list of every law student looking for a job and for me it's a wish come true in the Chief Counsel's Honors Program.*



**Jenny Masunaga, Indiana '02**  
**Honolulu District, Honolulu, HI**





Students are considered to have applied by participating in on-campus screening interviews with USACE recruiters or by submitting a resume, transcript and writing sample to:

[CECC-HON@usace.army.mil](mailto:CECC-HON@usace.army.mil).

Submission by e-mail is preferred.

Application materials also can be mailed to:

**Chief Counsel's  
Civilian Honors Program**  
HQUSACE (Attn: CECC-C)  
441 G Street, NW  
Washington, DC 20314

All application materials must be postmarked by October 15 of the academic year in which the applicant graduates or of the final year of a judicial clerkship.